



Office of Statewide Health Planning and Development

Healthcare Workforce Development Division

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**May 22, 2008 Minutes****California Healthcare Workforce Clearinghouse Advisory Team**

Sutter Center for Health Professions, 2700 Gateway Oaks Drive, Sacramento, California
10:00 a.m. – 1:00 p.m.

Members Present:

John Koontz
April Alameda
Patrick Perry
Angela Echiverri
Tracy Campbell
Stephanie Leach
Gus Cubillo
Amanda Stangis
Moreen Lane
Sharon Errington
Linda Davis-Alldritt
Fei Collier
Judy Vuong
Inna Tysoe
Steve Saxton
Lupe Alonzo-Diaz
Linda Nguy
Dr. David Carlisle
Rona Sherriff
Ignatius Bau
Dr. John Troidl

Organizations:

California Association of Health Facilities/ Quality Care Health Foundation
California Board of Chiropractic Examiners
California Community Colleges Chancellor's Office
California Health Professions Consortium
California Hospital Association
California Labor and Workforce Development Agency
California Postsecondary Education Commission
California Primary Care Association
California Workforce Investment Board
Department of Consumer Affairs
Department of Education
Department of Health Care Services
Department of Managed Health Care
Department of Mental Health
Employment Development Department, Labor Market Information Division
Health Professions Education Foundation
Latino Coalition for a Healthy California
Office of Statewide Health Planning and Development
Senate Office of Research
The California Endowment
University of California, Davis

Members Not Present:

Margaret Beed
Dr. Jimmy Hara
Ellen Wu
Desiree Rose
Dr. Marsha Hirano-Nakanishi
Paul Gussman
Beth Abbott
Sabina Ohri
Chet Hewitt
Gary Yates

California Conference of Local Health Officers
California Healthcare Workforce Policy Commission
California Pan-Ethnic Health Network
California State Rural Health Association
California State University, Office of the Chancellor
Department of Education
Health Access California
Public Policy Institute of California
Sierra Health Foundation
The California Wellness Foundation

OSHPD Staff Present:

Mike Byrne, Angela Minniefield, Beena Patel, Senita Robinson, Gloria Robertson, Mike Rodrian, Dorian Rodriguez, Monique Scott, Deb Wong

WELCOME, OPENING REMARKS AND INTRODUCTIONS

Angela Minniefield, Deputy Director, Healthcare Workforce Development Division (HWDD), welcomed everyone to the meeting. She stated that this was the second Advisory Team meeting. She mentioned that staff would report on focus group activities to date. The intent of the focus groups is to share SB 139 information with stakeholders statewide, and elicit information that would assist OSHPD in building a user-friendly, comprehensive, and integrated data warehouse infrastructure that meets all stakeholder needs. Senita Robinson, Clearinghouse Program Project Manager, led the introductions.

Dr. David Carlisle, Director, OSHPD, expressed that the Clearinghouse is a major priority to OSHPD. He thanked the group for continuing to support Clearinghouse activities. Members reviewed and approved the Advisory Team's March 6, 2008 minutes.

DISCUSSION ITEM: REGIONAL FOCUS GROUP RESULTS

Mike Byrne (Clearinghouse Information Systems Project Manager) and Ms. Robinson, provided an overview of SB 139. Mr. Byrne and Rona Sherriff, Policy Consultant, Senate Office of Research, provided background information that led to SB 139 (Senator Jack Scott) in 2007-08. Specifically, their initial research efforts concerning availability of data for allied healthcare professionals yielded minimal results to address California's nursing shortage, retention, and diversity issues. They identified multiple entities that maintain California's health workforce, licensing and education data. Their solution was to create legislation to enable one state-level department the ability to centrally house all healthcare careers/workforce and educational data. Ms. Robinson, discussed the elements and requirements of SB 139, OSHPD's role in establishing a central repository of healthcare workforce and educational data, and efforts to date.

Beena Patel, a preceptor fellow in Public Health from the University of California, Davis, presented an overview of the results derived from the Clearinghouse focus group sessions held in Los Angeles (April 24) and Fresno (May 15). She also stated that OSHPD would convene four additional focus groups sessions to be held in Redding (June 12), Oakland (June 25), Sacramento (July 9) and Rancho Cucamonga (July 23). She discussed the purpose of the focus groups; number and types of participants; logistics; discussion content; and unique challenges and issues. OSHPD invited over 400 organizations to attend the six focus groups. The Los Angeles and Fresno focus groups revealed similar needs and ideas to help OSHPD develop a comprehensive, user-friendly data warehouse.

The Advisory Team engaged in a discussion that addressed the data needs, including available data, usage of data, viewing and accessing data, issues and challenges in data retrieval, and related staffing resources. Members also learned that the Legislature introduced AB 2375 (Hernandez) in 2008 to address California's health professions workforce issues. Linda Nguy, Policy Analyst, Latino Coalition for a Healthy California, stated AB 2375 would charge OSHPD to create a health professions workforce master plan for the state; assess the state's health professions workforce data collection capacity; and report findings to the Health Professions Workforce Task Force by October 2009, with a written report completion deadline of 2011.

Ignatius Bau, Program Director, The California Endowment, stated his organization has provided funding to the University of California, San Francisco to develop five reports that reflect the allied healthcare professional needs in the Greater Sacramento/North State Region, Greater

Bay Area Region, Greater Los Angeles Region, San Diego-Orange/County Board Region, and Fresno/Central State Region.

Action Items:

- OSHPD will invite independent/ private colleges to participate in focus groups
- TCE will provide web link to access recent *Allied Health Workforce Analysis* reports completed by the University of California, San Francisco, Center for the Health Professions

DISCUSSION ITEM: OTHER STATES COMPARISONS

Ms. Robinson, and Dorian Rodriguez, Research Specialist, OSHPD, provided an overview of related Clearinghouse activities undertaken by other states to date. Specifically, staff distributed a handout that displayed a matrix comparing Clearinghouse activities for five states: Michigan, North Carolina, Texas, Tennessee, and South Dakota. Ms. Rodriguez described the comparison matrix of various data elements for the five states, and other findings obtained through further communications with those states. She also mentioned that most of the surveyed states Clearinghouses did not collect education and diversity data. Additionally, the states were experiencing difficulty in collecting their data due to “voluntary” rather than “mandatory” participation.

Staff also distributed a survey template forwarded to the five states, and an additional seven states, to identify best practices, and possibly address California’s challenges and issues. The results of the survey will be reported at the next Advisory Team meeting.

Ms. Robinson reported the states contacted to date do not exactly mirror California’s state-level structure of workforce, licensing and education entities. However, they are experiencing major health professional shortages. She mentioned that staff from other states stressed the importance of legislation to mandate state level data hosts to work in collaboration to capture centralized data.

Ms. Robinson informed members that OSHPD plans to visit a couple of states to discuss and view their particular Clearinghouse data infrastructures (for example, functionality, data collection and coordination activities, and system design and configuration). Dr. John Troidl, University of California, Davis, mentioned that he could provide appropriate contact personnel in North Carolina. Other Advisory Team members suggested that OSHPD contact additional states, if possible, including: Nebraska, Hawaii, Maine, Minnesota, Florida, Oregon, and Maryland.

DISCUSSION ITEM: PRIORITIZE HEALTH OCCUPATIONS - SCOPE OF WORK

Mr. Byrne and Ms. Robinson led the discussion to prioritize data collection activities for the health specialties. They asked the Advisory Team to brainstorm suggestions to determine how many health disciplines OSHPD should target initially, and if work should commence in phased-in or need-based approaches. Staff distributed a listing of health occupations based on the U.S. Department of Labor’s Standard Occupational Classification System’s (SOC) coding structure. Staff informed the Advisory Team that OSHPD would use the SOC codes to determine the health industry’s occupational titles (specialties).

Gus Cubillo, Information Systems Supervisor, California Postsecondary Education Commission (CPEC), described the U.S. Department of Education’s Classification of Instructional Programs

(CIP) coding structure, which classifies health training programs titles. CPEC uses this coding structure for the state's college and university education data. CPEC also lists the SOC crosswalk in their data search system. The Advisory Team suggested that OSHPD clearly define SB 139 "health specialty" terms and provide a listing of the CIP code health training classifications.

During the discussion, the Advisory Team suggested the following ideas, to name a few:

- Priority should be given to physicians, nursing and specific allied health professions in radiology, dentistry, pharmacy, therapy, social work, mental health, lab technology, respiratory care, and emergency medical technicians.
- OSHPD should target occupations that appear to have an abundant amount of data already available, as required by SB 139.
- OSHPD should look at regional needs for shortages of health professionals.
- OSHPD should begin collection with the policy discussions/issues identified from the Legislature and Governor.
- OSHPD should target a couple of programs that have accumulated current data and then go across systems longitudinally.
- OSHPD should look at other states' implementation efforts.
- OSHPD should identify a process for prioritizing or recommending health disciplines of focus before the Advisory Team can proceed with recommendations.

Action Items:

- OSHPD should define health specialties
- OSHPD should breakout the listing of health disciplines by specific occupations rather than "categories"
- OSHPD provide a listing of CIP code classifications

OTHER BUSINESS

Moreen Lane, Senior Policy Analyst, California Workforce Investment Board, announced that there would be two special forums next month on healthcare apprenticeships. She distributed flyers to the Advisory Team, which contained pertinent information.

Healthcare Sector Apprenticeship Forums

Thursday, June 19, 2008
1:00 p.m. – 3:00 p.m.
Foothill College
12345 El Monte Road
Los Altos Hills, California
Register: www.calwia.org

Monday, June 30, 2008
1:00 p.m. – 3:00 p.m.
L.A. Valley College Campus Center
Monarch Hall, Fireside Room
5800 Fulton Avenue
Valley Glen, California
Register: www.calwia.org

Linda Nguy, Policy Analyst, Latino Coalition for a Healthy California, announced that there would be a briefing at the State Capitol on Wednesday, May 28, 2008 to review policy recommendations from the California Healthcare Workforce Diversity Advisory Council. The recommendations address disparities and demographic deficiencies of health professionals throughout California.

Healthcare Workforce Diversity Advisory Council Briefing
State Capitol, Room 126
Sacramento, California
Wednesday, May 28, 2008
10:00 a.m. – 11:30 a.m.

CLOSING COMMENTS AND ADJOURNMENT

Angela Minniefield acknowledged that Mike Rodrian's, Deputy Director, OSPHD Health Information Division, is retiring after managing the department's information technology resources for many years. Ms. Robinson and Ms. Minniefield expressed their appreciation for the continued Clearinghouse support activities provided by EDD-LMID, California Labor and Workforce Development Agency, California Workforce Investment Board, Department of Consumer Affairs, California Postsecondary Education Commission, The California Endowment, OSHPD staff, and those members who assisted in submitting names of potential focus group participants. Ms. Minniefield also noted that OSHPD would be recruiting additional personnel for the Clearinghouse beginning July 2008.

The Advisory Team meeting adjourned at 1:00 p.m.